Labour Market Agreement for Persons with Disabilities (LMAPD)

LMAPD Report 2006 – 2007

Manitoba
Building for the Future

An electronic version of this report is available at the Manitoba Family Services and Housing Web site at: www.gov.mb.ca/fs

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INTRODUCTION

This Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD) Report describes activities that were cost-shared under the LMAPD during the 2006/07 fiscal year. Societal indicators of labour market participation in Manitoba for the period of 2003 – 2005 from Statistics Canada's Survey of Labour and Income Dynamics data are also included.

The LMAPD provides for the transfer of federal funding to provinces and territories for a range of programs and services that enhance the economic participation of working age adults with disabilities in the labour market. Programs and services eligible for funding under the LMAPD must recognize the unique labour market challenges faced by persons with disabilities and consider the distinct needs of each individual with a disability in determining the set of interventions required to prepare for, attain and retain employment.

BACKGROUND

The Government of Canada and the Provinces and Territories have offered many programs over the years to assist persons with disabilities. In 1962, the Vocational Rehabilitation of Disabled Persons Agreement (VRDP) was introduced. The VRDP established funding arrangements between the federal and provincial governments to provide comprehensive programs for the vocational rehabilitation of persons with disabilities. The VRDP was replaced by the Employability Assistance for People with Disabilities Agreement (EAPD) on April 1, 1998.

The Canada-Manitoba EAPD Agreement was a five-year, cost-sharing arrangement between the federal and provincial governments covering the period April 1, 1998 to March 31, 2003. The EAPD placed a stronger focus on employment within programs that are funded to assist persons with disabilities. The EAPD Agreement expired on March 31, 2003 and was provided a one year extension to March 31, 2004 while governments negotiated a successor agreement. The EAPD Agreement was replaced by the Labour Market Agreement for Persons with Disabilities on April 1, 2004.

CANADA-MANITOBA LMAPD

The Canada-Manitoba LMAPD was a two-year, cost-sharing arrangement between the Government of Canada and the Government of Manitoba, covering the period April 1, 2004 to March 31, 2006. The LMAPD has subsequently been extended to March 31, 2009. The LMAPD outlines the funding arrangements between the federal and provincial governments to provide programs and services that will enhance the economic participation of working age adults with disabilities in the labour market by helping them overcome barriers to employment.

The new LMAPD multilateral framework provides greater flexibility in funding activities and increased accountability requirements which focus on outcomes and public reporting.

Priority Areas to be Addressed

Under the LMAPD, provincial and territorial governments will have the flexibility to determine the programs and services that are to be funded in their jurisdictions, provided the programs and services are consistent with the following priority areas:

- Education and Training – improve the level of basic and post-secondary education and work-related skills for people with disabilities;
- Employment Participation – improve the labour market situation and independence of people with disabilities through employment-related activities;
- Employment Opportunities – expand the availability, accessibility and quality of employment opportunities for people with disabilities, in partnership with business and labour;
- Connecting Employers with Persons with Disabilities – enhance awareness of the abilities and availability of people with disabilities and strengthen people with disabilities' knowledge of labour market opportunities; and
- Building Knowledge – enhance the knowledge base, which contributes to continuous improvement of labour market policies and programs for people with disabilities.

Federal Contribution

Canada originally agreed to contribute 50 per cent of the expenditures that Manitoba incurs in providing eligible programs and services under the LMAPD, up to a maximum of $7,914.0 million annually for the two-year period of the Agreement.

The March 2004 federal budget included an additional $30 million nationally for Labour Market Agreements for Persons with Disabilities. Beginning in 2004/05, this additional funding was allocated on a per capita basis, following deductions of funds required to create a base funding level of $1.25 million for smaller jurisdictions (Prince Edward Island, Yukon, Northwest Territories and Nunavut).

This new funding amounted to an additional $1,051.0 million for Manitoba, resulting in an increase in the federal contribution level from $7,914.0 million to $8,965.0 million annually.

PRINCIPLES OF LMAPD

The LMAPD is guided by the following principles:

- Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;
- A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;
- Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;
- Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;
- Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;
- Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Metis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy; and
- Accountability and reporting to citizens in order to demonstrate results and inform program and policy development is a foundation of this framework.

Accountability

ACCOUNTABILITY REQUIREMENTS

Governments recognize the important role that accountability plays in an effective, long-term approach towards reaching the shared goal of improving the labour market situations of persons with disabilities. As the LMAPD emphasizes accountability to stakeholders and the general public, a key part of the LMAPD is the accountability framework which includes the following components:

- reporting on program indicators;
- reporting on societal indicators; and
- evaluation.

The Agreement requires that accountability and evaluation mechanisms accommodate quantitative and qualitative approaches and focus on changes in the employment and employability status of program participants.

Program Indicators

The LMAPD requires government to report annually on programs and services funded under this framework to demonstrate the activities undertaken to improve the employment situation of persons with disabilities. Program indicators include:

- the number of people actively participating in programs;
- the number of people successfully completing programs;
- the number of people completing employment preparation programs who subsequently progress to other interventions;
- the number of people employed after participation; and
- the number of people sustained in employment in the case of vocational crisis.

Each program area is responsible for developing mechanisms to track these indicators. As a result, some participants may be counted more than once if they receive services from more than one program area.

Societal Indicators

The LMAPD also requires government to report annually on societal indicators of labour market participation of persons with disabilities. Societal indicators include:

- employment rate;
- education attainment; and
- employment earnings.

Evaluation

Evaluation activities are intended to measure the long-term and qualitative impacts and outcomes of LMAPD-funded programs and services for persons with disabilities.

As part of the new multilateral framework for the LMAPD, the federal government agreed to fully fund a demonstration evaluation of Manitoba EAPD/LMAPD programming. The demonstration evaluation will assess EAPD/LMAPD programming rationale and relevance to the needs of persons with disabilities, review design and delivery processes and examine the extent to which services reflect best practices.

The phase one Canada-Manitoba EAPD Evaluation Framework and Methodology Report was received in April 2005. Phase two consists of the actual evaluation activity as supported by the Framework and Methodology Report. The final EAPD/LMAPD Evaluation Report is anticipated by January 2008.

Components

COMPONENTS OF MANITOBA LMAPD PROGRAMMING

The five major program areas in which employment-focused services are provided to assist eligible participants with disabilities in preparing for, obtaining and maintaining employment are:

- **Vocational Rehabilitation Programs** (Manitoba Family Services and Housing) - adults with mental, physical, psychiatric, or learning disabilities;
- **Mental Health Programs** (Manitoba Health) - adults with psychiatric disabilities;
- **Addictions Programs** (Manitoba Health) - adults with drug or alcohol addictions;
- **Community Based Employability Projects** (Manitoba Advanced Education and Training) - income assistance recipients with a disability; and
- **CareerOptions for Students with Disabilities Program** (Manitoba Education, Citizenship and Youth) - students with a disability.

Other Manitoba programs that provide direct employability support for persons with disabilities and which may be eligible under LMAPD, have not been included for cost-sharing as the expenditures of the existing programs currently exceed the cost-shareable amount, which is capped at $8,965.0 million.

The following table provides a summary of 2006/07 expenditures by program area:

MANITOBA LMAPD PROGRAM AREAS
ADMINISTRATION AND PROGRAM EXPENDITURES ($000)
2006/07

Program Area	Administration	Program	Total
Family Services and Housing Programs	1,814.2	6,408.8	8,223.0
Mental Health Programs	703.5	8,402.4	9,105.9
Addictions Programs	1,612.5	2,808.9	4,421.4
Community Based Employability Projects	0.0	374.9	374.9
CareerOptions for Students with Disabilities Program	0.0	184.2	184.2
Total Expenditures	**4,130.2**	**18,179.2**	**22,309.4**
Federal Contribution*	**1,344.7**	**7,620.3**	**8,965.0**
Provincial Contribution	**2,785.5**	**10,558.9**	**13,344.4**

* For purposes of this report, administrative costs constitute no more than 15 per cent of the total annual federal contribution.

Family Services and Housing

FAMILY SERVICES AND HOUSING PROGRAMS

The Department of Family Services and Housing is committed to improving the quality of life for Manitobans through furthering the social, economic and labour market inclusion of all citizens. The Department strives to ensure that diversity is respected, that people feel accepted and valued, and live with dignity and security. To achieve this goal, Family Services and Housing works with the community to support Manitoba children, families and individuals to achieve their fullest potential.

Description of Programs and Services

Programming and services supported by Manitoba Family Services and Housing that is eligible for funding under the LMAPD includes the Vocational Rehabilitation Program, the Employment and Income Assistance Work Incentive Program, Day Services Follow-up Services, Employability Support Unit and inFact development costs.

Vocational Rehabilitation Program

The Vocational Rehabilitation Program offers a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment.

The objective of the Vocational Rehabilitation Program is to provide appropriate vocational rehabilitation services for adults with disabilities in Manitoba in order to enhance their independence and ability to contribute socially and economically through employment in the competitive labour force. The Vocational Rehabilitation Program assists eligible persons with disabilities to prepare for, attain and maintain employment through the provision of vocational assessments, counselling, case management, vocational planning, job placement, training, developmental activities and support services.

The Individual Vocational Rehabilitation Training Fund may be accessed for disability related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments,

sign language interpreting, wage subsidies, educational support and transportation.

The Vocational Rehabilitation Program is delivered by Vocational Counsellors in Manitoba Family Services and Housing regional offices, Regional Health Authorities and three designated agencies that receive provincial funding to deliver services to specific disability groups. The three designated agencies are:

- The Canadian National Institute for the Blind-MB Division (CNIB) – provides vocational assessment, training, counselling, job placement services and adjustment training programs for daily living for participants with visual disabilities;
- Canadian Paraplegic Association (CPA) (Manitoba) Inc.– provides counselling, assessment, vocational training and job placement services to participants with spinal cord injuries; and
- Society for Manitobans with Disabilities Inc. (SMD) – provides assessment, counselling, vocational training and job placement services to individuals with physical and hearing disabilities.

The Vocational Rehabilitation Program also purchases evaluation, work training, placement, school-to-work transition and follow-up services from seven non-profit centres. These centres share a common goal of assisting program participants to prepare for, obtain and maintain employment, but each has developed its own method of achieving this objective and each serves a different disability group. The seven centres are:

- **Career Connections Inc.** – is an Evaluation and Training Centre located in Brandon and provides work assessment, work training and follow-up services to individuals with a mental, physical, psychiatric, or learning disability in western Manitoba;
- **Employment Preparation Centre** – is an Evaluation and Training Centre located in Winnipeg and operated by the Society for Manitobans with Disabilities Inc. and provides work assessment, work training and follow-up services to persons with a physical, psychiatric or learning disability in central, eastern, north-western and northern areas of Manitoba;
- **Connect Employment Services Ltd.** – is located in Winnipeg and provides work assessment, work training and follow-up services to persons with a mental disability;

- **Premier Personnel Corp.** – is located in Winnipeg and provides school-to-work transition services and follow-up services to persons with a mental disability;
- **Skills Unlimited's Sair Centre of Learning** – is an Evaluation and Training Centre located in Winnipeg and provides work assessment, work training and follow-up services to persons primarily with a psychiatric or learning disability;
- **SCE Lifeworks Inc.** – is located in Winnipeg and provides work assessment, work training and follow-up services to persons with a mental disability; and
- **Segue Career Options Inc.** – is an Evaluation and Training Centre located in Winkler and provides work assessment, work training and follow-up services to persons with a psychiatric, physical or learning disability in south-central Manitoba.

The LMAPD-funded activities of the Vocational Rehabilitation Program can be divided into the following three components:

- Administration;
- Service Coordination; and
- Training.

Administration

Manitoba Family Services and Housing's Service Delivery Support Branch, Community Service Delivery Division provides policy direction to the provincial staff, designated agencies and external service providers who deliver the Vocational Rehabilitation Program. Service Delivery Support staff also approve and monitor the funding for goods and services provided under the program to assist eligible participants in preparing for, obtaining and maintaining employment.

Manitoba Family Services and Housing also plays a coordinating role in the administration of the LMAPD for the Province of Manitoba. This includes ensuring programs funded under the Agreement meet the eligibility criteria and that appropriate data collection systems are in place to meet the accountability and evaluation requirements. Administration costs also include a portion of the grants to the three designated agencies (CNIB, CPA and SMD) and the Evaluation and Training Centres.

Service Coordination

The Vocational Rehabilitation Program provides individualized services, based on a vocational rehabilitation model in which vocational counselling responsibilities include vocational assessments, adjustment and psychosocial counselling, case management, vocational planning, job placement and development activities. This model is participant-centered, with the Counsellor acting as an information and counselling resource designed to assist the participant in preparing for, obtaining and/or maintaining employment. The Vocational Counsellor coordinates the delivery of a range of goods and services required by the participant to achieve this goal.

The activities of the Vocational Counsellor vary for each participant, and can include:

- Determining eligibility for the Vocational Rehabilitation Program;
- Basic assessment;
- Pre-employment and vocational counselling, taking into consideration disability-related factors that impact employment;
- Development of an individualized vocational plan;
- Coordination of services required to implement and support the plan;
- Direct assistance in job search and employment placement; and
- Monitoring and follow-up after employment has been obtained to enhance the stability of the job by addressing disability-related issues as they arise or arranging appropriate employment-related supports.

A wide variety of resources can be utilized to contribute to the development, implementation and successful outcome of the participant's vocational plan. These resources may be funded under the LMAPD or from other sources, such as Employment Insurance, Workers Compensation, or other disability insurance. The resources may be designed to address specific disability-related issues but are often mainstream services.

The development of a vocational plan may include purchasing assessment services from private psychologists or from one of the Evaluation and Training Centres. After the assessment is completed, educational/work training or direct employment support plans are developed.

Training

When the vocational plan includes formal educational or skill training, the Vocational Counsellor will assist the participant in selecting the appropriate training facility and accessing funding resources. When other funding resources are not available, the participant may be assisted to apply for funding through the Vocational Rehabilitation Program's Individual Vocational Rehabilitation Training Fund which provides funding for educational and vocational training.

When the vocational planning process results in the participant requiring academic or skills training, arrangements are made to provide funding assistance through the program toward costs associated with tuition, books, supplies, transportation and disability-related supports.

When the vocational plan includes more practical hands-on training, the Vocational Counsellor will assist the participant in accessing placement, assessment, work training and follow-up services from an Evaluation and Training Centre. These centres generally carry out assessments and work training in regular, community-based employment settings. Occasionally, the Vocational Counsellor will arrange work training directly with an employer, usually in areas not served by one of the Evaluation and Training Centres.

Vocational Counsellors can access a number of support services to assist the participant in attending specific training activities. These services include assistance towards transportation costs, a monthly miscellaneous allowance for incidental expenses, and room and board to attend training out-of-province where training specifically addresses disability-related needs (Gallaudet University in Washington D.C. for individuals with hearing disabilities).

In addition, Vocational Counsellors can access funding for special disability-related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments, sign language interpreting and graphic interpreting.

Adults who develop visual disabilities may also receive specific training services from the CNIB which are aimed at helping them adjust to their blindness or progression of their vision impairments. These services are primarily designed to assist the participant in learning the new skills required to prepare for, obtain and maintain employment.

When the participant demonstrates employment readiness, the Vocational Counsellor will assist directly or indirectly with job placement activities as well as a range of support services, if required. Support services can include wage subsidies for Training on the Job Agreements, work site accommodations, specialized equipment and interpreting services during an orientation period. Follow-up services, including a limited amount of job coaching, are generally purchased from Evaluation and Training Centres.

Other Options, Services and Supports

In 2000/01, the Vocational Rehabilitation Program was expanded to include the following two options and services:

- Self-Directed Vocational Rehabilitation; and
- School to Work Transition.

Self-Directed Vocational Rehabilitation

The self-directed option provides persons with disabilities a choice in how they can apply for Individualized Vocational Rehabilitation Training Funding. This choice allows eligible participants who do not want or need assistance from a Vocational Counsellor the opportunity to submit requests for funding assistance. A Self-Directed Vocational Rehabilitation Services Handbook For Applicants is available to assist applicants, and includes the necessary forms for determining service eligibility and service plan requests. A review committee, consisting of community representatives and Manitoba Family Services and Housing Vocational Rehabilitation staff, review self-directed applications and forward recommendations to the Service Delivery Support Branch for approval.

School to Work Transition

School to Work Transition provides funding supports to assist participants in obtaining and maintaining competitive employment. Funding is provided to purchase job coach services to support adults with developmental disabilities in their transition from the school system to competitive employment at minimum wage or higher.

Program Participants

The following tables provides information on the primary disability of Vocational Rehabilitation program participants and the region or agency providing case management services as at the end of March 2007.

VOCATIONAL REHABILITATION PROGRAM
AS AT MARCH 31, 2007

Disability	Number of Participants
Mental	645
Hearing	207
Learning	306
Physical*	782
Psychiatric	898
Visual	380
Total**	**3,218**

* Other than a hearing or visual disability.
** A comprehensive caseload review was conducted and resulted in a number of closures of inactive files or transfer of active Mental Health (MH) participant cases to MH workers.
** Due to a partial reallocation of VR resources, rural region(s) have experienced a reduction in VR activities.
** All EIA cases that were only receiving transportation costs for programs not directly linked to employment plans were closed.

Vocational Rehabilitation Program as at March 31, 2007

Region / Agency	Number of Participants
Family Services and Housing Regional Offices	
Central*	33
Eastman**	77
Interlake	41
Norman	6
Parkland	78
Thompson	4
Westman	190
Winnipeg	1,259
Subtotal	**1,688**
The Canadian National Institute for the Blind (CNIB)*	378
Canadian Paraplegic Association (CPA)	147
Society for Manitobans with Disabilities (SMD)	816
Employment and Income Assistance***	0
Reaching E-Quality Employment Services	5
Self Directed	20
Mental Health*	164
Total	**3,218**

* A comprehensive caseload review was conducted and resulted in a number of closures of inactive files or transfer of active Mental Health (MH) participant cases to MH workers.

** Due to a partial reallocation of VR resources, the region has experienced a reduction in VR activities.

*** All EIA cases that were only receiving transportation costs for programs not directly linked to employment plans were closed.

In addition to the Service Coordination provided by the Vocational Counsellors, 1,476 participants received funding from the Individual Vocational Rehabilitation Training Fund in 2006/07.

VOCATIONAL REHABILITATION PROGRAM
INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND
2006/07

Disability	Number of Participants
Mental	273
Hearing	95
Learning	175
Physical*	362
Psychiatric	531
Visual	40
Total	**1,476**

* Other than a hearing or visual disability.

Program Results Indicators

Information on the five program indicators is provided in the following table for 2006/07. Some participants may have received more than one service throughout the year and may be counted more than once.

VOCATIONAL REHABILITATION PROGRAM
2006/07

LMAPD Program Indicators	Number of Participants
1. Number of people actively participating in programs	3,930
2. Number of people successfully completing programs	830
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	1,804
4. Number of people employed after participation	1,482
5. Number of people maintained in employment in the case of vocational crisis	304

For those participants who were employed during 2006/07, the following additional information is provided on the type of employment.

VOCATIONAL REHABILITATION PROGRAM
2006/07

Type of Employment	Number of Participants
1-15 hours per week, casual or seasonal	150
1-15 hours per week, term	30
1-15 hours per week, permanent	98
16-30 hours per week, casual or seasonal	123
16-30 hours per week, term	67
16-30 hours per week, permanent	286
31 or more hours per week, casual or seasonal	67
31 or more hours per week, term	71
31 or more hours per week, permanent	590
Total	**1,482**

Information is also provided on the reasons participants did not complete or progress in their programs during 2006/07. It should be noted that the determination of whether participants successfully or unsuccessfully completed or progressed in their programs are from the perspective of the Vocational Counsellor.

VOCATIONAL REHABILITATION PROGRAM
2006/07

Reason for Not Completing Program	Number of Participants
Continuing in their plan	1,717
Found employment	80
Disability-related reasons	641
Family / personal matter	162
Other funding not available	10
Could not access program of choice	12
No longer interested in program or plan	288
Other source of funding	16
Moved	37
Retired	41
Deceased	17
Other	79
Total	**3,100**

VOCATIONAL REHABILITATION PROGRAM
2006/07

Reason for Not Progressing in Program	Number of Participants
Disability-related reasons	503
Family / personal matter	175
Lack of motivation	157
Voluntary withdrawal	259
Supports / funding not available	32
Other	170
Total	**1,296**

Expenditures

The following table provides a breakdown of Vocational Rehabilitation Program expenditures eligible for cost-sharing under the LMAPD for 2006/07.

VOCATIONAL REHABILITATION PROGRAM
2006/07

Component		Expenditures ($000)		
		Administration	Program	Total
Administration		1,814.2	0.0	1,814.2
Service Coordination		0.0	2,770.1	2,770.1
Training*		0.0	2,893.3	2,893.3
Total	**$**	**1,814.2**	**5,663.4**	**7,477.6**
	%	24.3	75.7	100.0

* Includes expenditures from the Individual Vocational Rehabilitation Training Fund and portions of the Evaluation and Training Centre grants that are not allocated as Administration.

The following table provides more detailed information on the expenditures of the Individual Vocational Rehabilitation Training Fund eligible for cost-sharing under the LMAPD.

VOCATIONAL REHABILITATION PROGRAM
INDIVIDUAL VOCATIONAL REHABILITATION TRAINING FUND
2006/07

Activity	Expenditures ($000)
Educational Training	654.4
Vocational Training	1,312.3
Transportation	328.7
Special Support Services*	426.8
Miscellaneous	131.2
Total	**2,853.4**

* Amount under Special Support Services reduced by $63.0 due to grant payments to Family Services and Housing agencies not meeting LMAPD criteria.

Additional Family Services and Housing Programming

Other programming supported by Manitoba Family Services and Housing that is eligible for cost-sharing under the LMAPD are the Employment and Income Assistance Work Incentive Program, Day Services Follow-up Services, Employability Support Unit and Integrated Financial and Case Tracking development costs.

Employment and Income Assistance Work Incentive Program

Manitoba Family Services and Housing's Employment and Income Assistance Division administers the Work Incentive Program. This program provides work incentives, in the form of earnings exemptions, to encourage and support participant attachment to the labour force.

The work incentive formula allows individuals to retain portions of income earned while maintaining income assistance benefits. The Work Incentive Program also includes exemptions for certain work expenses and it is this category that is eligible for cost-sharing under the LMAPD.

In 2006/07, transportation expenses were provided to 920 participants, clothing expenses were provided to 1,335 participants, telephone and other equipment expenses were provided to 6 participants. Participants may be counted more than once if they are receiving more than one type of work related expense.

Day Services Follow-up Services

Day Services is part of the Supported Living Program within Manitoba Family Services and Housing. Day Services provides a range of supports to people with mental disabilities. One component of the program is the provision of Follow-up Services to those participants employed in the community and receiving minimum wage or better. Most Follow-up Services are provided at the employment site by a variety of agencies.

In 2006/07, Follow-up Services were provided to 156 participants. Of those, 101 participants received services in Winnipeg, 6 in Westman, 9 in Eastman, 13 in Central, 26 in Interlake and 1 in Northern.

Employability Support Unit

Manitoba Family Services and Housing's Employability Support Unit assists people with disabilities enrolled in the Employment and Income Assistance program to move into employment by identifying those interested in employment, assessing their employment needs, promoting their employment abilities and providing employment-related supports and services.

The Employability Support Unit will also refer individuals to appropriate employment organizations for people with disabilities and will assist individuals directly with their employment plans and supports.

As of the end of March 2007, the Employability Support Unit provided support and services to 328 participants. Of those, 146 participants were actively working with Employment Support Unit staff to move into employment and 182 decided not to continue with their employment plans primarily due to health-related reasons. Of those who received services during 2006/07, 187 participants were referred to appropriate programming and 57 secured employment.

Integrated Financial and Case Tracking (inFact)

InFact is a customized software application designed to allow Manitoba Family Services and Housing staff to better manage client and service provider information, process financial requests, approvals and payments and generally manage budgets.

Development costs related to moving the Vocational Rehabilitation Program into inFact are eligible for cost-sharing under the LMAPD. In 2006/07, Vocational Rehabilitation Program development activities related to inFact were postponed pending further development work for other program areas.

Expenditures

The following table provides a breakdown of other Manitoba Family Services and Housing programming expenditures for 2006/07.

OTHER FAMILY SERVICES AND HOUSING PROGRAMS
2006/07

Program		Expenditures ($000)		
		Administration	Program	Total
Day Services – Follow Up Services		0.0	125.0	125.0
EIA Work Incentive Program		0.0	446.7	446.7
Employability Support Unit		0.0	173.8	173.8
inFact development costs		0.0	0.0	0.0
Total	**$**	**0.0**	**745.5**	**745.5**
	%	0.0	100.0	100.0

MENTAL HEALTH PROGRAMS

There are several LMAPD eligible programs and services, directly or indirectly supported by Manitoba Health, which provide a wide range of employment-focused services to assist adults experiencing mental illness in preparing for, attaining and retaining employment.

In Manitoba, a "**Choose, Get and Keep**" approach to employability services is used in the mental health field. Within this framework, supported employment services are used to help people experiencing mental illness to be satisfied and successful in the work environments of their choice, with the least possible professional support. The main components of the model are as follows:

- **Choose** – the selection of a job compatible with a participant's values and qualifications. Three major "choosing" activities are employment goal setting, job development and decision-making.
- **Get** – the acquisition of a job from an employer in a desired competitive work setting. Three major "getting" activities are placement planning, direct placement and placement support.
- **Keep** – the maintenance of employee success and satisfaction through development and enhancement of the participant's skills and supports. Three major "keeping" activities are skill development, service co-ordination and consultation.

Description of Programs and Services

Employment activities funded under the LMAPD, within the context of mental health services, can be divided into three categories:

- employability services funded directly through Manitoba Health;
- services delivered by the Regional Health Authorities; and
- services provided by external agencies and funded by a Regional Health Authority.

Services Funded Directly Through Manitoba Health

Selkirk Mental Health Centre

The Selkirk Mental Health Centre is a provincial health care facility that provides extended treatment and rehabilitation services to people experiencing severe and persistent mental illness, acute treatment for residents of Manitoba and Nunavut and longer term forensic treatment.

The primary goal of the Selkirk Mental Health Centre is to explore vocational interest and aptitudes and to develop job readiness through interdisciplinary assessments and skill development opportunities. Services provided primarily relate to the pre-employment ("Choose") phase of the "Choose, Get and Keep" approach.

The Selkirk Mental Health Centre's Vocational Incentive Program provides work-oriented experiences in different workstations within the Centre. It provides individuals the opportunity to learn, develop or improve work skills and habits that would increase their employment potential. The program also provides opportunity for assessment and training in specific work activities and enables individuals to maintain their work skills in a structured setting.

In 2006/2007, the Selkirk Mental Health Centre provided vocational rehabilitation services to approximately 124 individuals. Of those, all individuals were involved in "Choose" related activities. An average of 52 individuals participated in the Vocational Incentive Program on a weekly basis.

Mental Health Programs Administration

Although the direct delivery of services has devolved to the Regional Health Authorities, Manitoba Health continues to be responsible for overall standards in province-wide programs and for the evaluation of specific outcomes for individuals involved in employment-related programs, services and initiatives. As well, Manitoba Health is responsible for providing financial support to the Regional Health Authorities for services provided to the community.

Services Delivered by the Regional Health Authorities

The eleven Regional Health Authorities (RHA's) are responsible for the direct delivery of core mental health services to clients (10 in rural and northern Manitoba, 1 in Winnipeg). These services are delivered through the Community Mental Health Program by different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors and Proctors.

Community Mental Health Program

Community Mental Health Program of Regional Health Authorities provides services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems.

Community Mental Health Program service providers can be divided into three types of workers:

- Generic Community Mental Health Workers (CMHW);
- Intensive Case Managers (ICM); and
- Employment Development Counsellors (EDC).

Community Mental Health Workers

Community Mental Health Workers (CMHW) provide comprehensive assessment, planning and intervention and rehabilitation services to adults experiencing acute, or severe and persistent mental illness. They assist individuals in dealing with crises, link them with clinical supports and other resources, and provide counselling and case management services.

Intensive Case Managers

Intensive Case Managers (ICMs) provide a rehabilitation case management model of service to individuals with severe and persistent mental illness who require ongoing and intensive case management and rehabilitation services in order to obtain a satisfactory level of success in living in the community. ICMs assist individuals in reaching their goals in the areas of living, working, and learning.

Employment Development Counsellors

Employment Development Counsellors (EDCs) assist adults with a psychiatric disability in choosing, getting and keeping a job. The EDCs engage in all aspects of case management, job and resource development, and skill development with clients. In some situations, the EDC will conduct the skill development training, but in more involved and intense interventions, the EDC will engage proctors or job coaches.

The type of employment-focused activities provided by these service providers varies according to the client's needs. The employment-related services provided could include:

- resume preparation;
- practice interviews;
- completing job applications;
- vocational goal setting;
- referrals (e.g., Vocational Rehabilitation Program, employment centres);
- exploring employment opportunities with clients;
- exploring barriers to employment;
- assisting in waking up, preparing for work; and
- providing support through vocational crisis.

In 2006/07, the Community Mental Health Program provided employment related services to 1,547 individuals.

Program of Assertive Community Treatment

The Winnipeg Regional Health Authority (WRHA) has a self-contained Program of Assertive Community Treatment (PACT) team which assists individuals with severe and persistent symptoms of mental illness to select, secure and maintain employment. The multidisciplinary PACT team (i.e. psychiatrist, social workers, nurses, and other professionals) provides rehabilitation, support and treatment services to individuals with a primary diagnosis of schizophrenia, bipolar disorder, or a major psychotic disorder. Program activities include:

- employment counselling;
- skill development;
- vocational crisis intervention and management;
- pre-employment training;
- education support and facilitation;
- job search development skills;
- accessing the hidden job market; and
- ongoing active employment support.

In 2006/07, PACT provided services to 73 individuals. Of those, 18 were involved in work or employment activities (employment was identified as a goal on the Recovery Plan), 2 obtained full-time employment, 10 obtained part-time or casual employment and 7 participants participated in educational activity towards employment. All 10 individuals who obtained part-time or casual employment continued to use PACT services after work was secured in order to maintain their employment.

Proctors

Proctors are casual support workers who provide support and assistance to individuals with a mental illness in the areas of living, learning and working. These workers fall under the direction of the Community Mental Health Workers.

The portion of the Proctor Program that is cost-shared under the LMAPD relates to the percentage of time focused on work-related supports such as job coaching, individualized "Choose" activities, and work skills training.

In 2006/07, proctors provided services to 780 clients. Of those, 146 clients received employment-related Proctor services.

Eden Mental Health Centre

Eden Mental Health Centre is a division of Eden Health Care Services which operates a continuum of mental health services. Eden Mental Health Centre provides adult acute in-patient treatment services as well as community mental health services to the Central Regional Health Authority on a service contract basis.

Employment preparation related services are provided by the Centre's community mental health workers through the provision of intensive case management services. The Occupational Therapy department also provides employment preparation related services. These services are considered to be in the initial "Choose" stage.

When clients express an interest in employment they are referred to Eden's Segue Career Options which is the vocational division of Eden Health Care Services. Segue Career Options provides employment activities in the "Choose, Get and Keep" stages.

In 2006/07, Segue Career Options provided employment preparation related services to 35 people with psychiatric disabilities. Of those, 20 were involved in "Choose" related activities, 7 were involved in "Get" related activities and 8 were involved in "Keep" related activities. Segue Career Options is also an Evaluation and Training Centre for the Vocational Rehabilitation Program.

Services Delivered by External Agencies

There are five external agencies funded by the Winnipeg Regional Health Authority which provide employability services to mental health consumers.

Doray Enterprises Inc.

Doray Enterprises provides support, guidance and training for participants with severe and persistent psychiatric illness. Doray provides three functional areas of service:

Active Rehabilitation Program
In a controlled, low-pressure environment, participants develop basic work habits and perform variable light assembly tasks. Ongoing assessment, evaluation and support is provided to assist participants explore whether paid work might be a manageable and realistic goal for themselves.

Community Employment Support Program
Participants are active in competitive work settings for work experience, trial employment or permanent employment with supports.

Long-term Participation
Long-term participation is provided to individuals who are not intending to pursue competitive employment in the near future, but who wish to participate within the secure environment at Doray. The long-term participation component of programming does provide shorter-term work experience, volunteer positions and potential permanent work in order to maximize participant's chances of actively pursuing competitive employment goals.

In 2006/07, Doray served 67 individuals. Of those, 32 were involved in the Active Rehabilitation Program, 8 were involved in long-term employment with follow-up supports provided by the Community Employment Support Program and 27 were involved in the long-term participation component of the program.

Rehabilitation & Recovery Services (Canadian Mental Health Association)

Rehabilitation & Recovery Services, a service of Canadian Mental Health Association, Winnipeg Region assists mental health consumers in selecting, securing and maintaining employment. Service activities related to employment include:

- employment counselling;
- skill development;
- school-to-work transition;
- vocational crisis intervention and management;
- pre-employment training;
- post-secondary education support;
- ongoing active employment support;
- supported employment; and
- self-employment.

In addition, the service assists mental health consumers who want to return to school to a career goal, explore educational options, access funding and complete their course of study.

In 2006/07, Rehabilitation & Recovery Services supported 76 participants in attaining and maintaining employment (other participant goal options include living, learning and socializing). Sixty nine new participants entered the program with 32 of these individuals pursuing employment goals. Of this group, 4 participants found new/other jobs. In 2006/07, 76 participants exited the program. Of those, 31 had worked on an employment goal, 14 were working at exit (7 full-time, 5 part-time, 2 casual). In addition, the service supported 6 participants to retain jobs obtained in previous periods.

Self Starting Creative Opportunities for People in Employment Inc.

Self Starting Creative Opportunities for People in Employment Inc. (SSCOPE) is a non-profit mental health agency that provides casual work opportunities for men and women living in Winnipeg, who are coping with mental health problems and seeking meaningful work experience.

SSCOPE offers attainable work experience at a flexible, choice-based level, meeting those needs within the spectrum not necessarily offered by other vocational programs. The program provides support, guidance and training for participants and assists them in planning and implementing individualized vocational goals. Currently, SSCOPE is the only service in Winnipeg which seeks to meet the need for casual work opportunities for consumers of mental health services.

SSCOPE provides services such as light hauling, flyer delivery, furniture moving, lawn care, snow removal, house cleaning (e.g., housekeeping or window washing), painting, general cleaning and other odd jobs to seniors, community centres, private businesses, government departments and other residents of Winnipeg.

SSCOPE staff secure work opportunities and match the needs of each job with existing skills of participants. Support Worker staff accompany an individual to a job site to provide support, guidance, on-the-job training, transportation and customer relations while evaluating and assessing the needs of the participant. The program is flexible, allowing people to move in and out and take various work opportunities as they arise.

In 2006/07, 25 people participated in SSCOPE for a total of 1,846 hours. Of those, 10 were new to the program and 1 participant moved on to full-time or part-time work as a result of participating in the program.

Selkirk and Interlake Mental Health Support Centres Inc.

One of the goals of the Selkirk and Interlake Mental Health Support Centres is to train and develop individuals with persistent mental illness to maximize their employment potential in a supportive work environment. Employment Development Counsellors meet with clients on an individual basis to seek and maintain employment in the community.

The Selkirk and Interlake Mental Health Support Centres operate a Transitional Employment Program in which positions at different levels of skill and difficulty are created in the community. There are four positions available at all times, and as one participant leaves another participant is hired for the position. The Interlake Regional Health Authority manages this program.

In 2006/07, 15 people participated in the Transitional Employment Program in Selkirk, Ashern, Arborg and Lundar. Of these, 15 are continuing in the program, 0 went on to community employment and 0 went to the Sunflower Café.

In 2006/07, 5 people participated in the Sunflower Café program. Of those, 0 individuals came from the Transitional Employment Program. During the year, 0 participants obtained employment in the community.

Ventures

Ventures is a vocational skills assessment and training program primarily for adults with significant mental health issues that have compromised the individuals capacity for obtaining and maintaining employment. Ventures provides an assessment of current basic vocational skills and, as appropriate, specific goal-directed training to strengthen or build these skills. Focused work training plans are developed with individuals to address their specific needs. Ventures has a number of partners that provide work-training opportunities in job stations both within the Regional Health Authority and the Brandon community.

In 2006/07, Ventures provided employment related services to 47 individuals. Of those, 18 had attended the program for less than 2 years and 29 had attended the program for more than 2 years. In 2006/07, 4 clients obtained full-time or part-time employment as a result of participating in the program.

Program Results Indicators

The following tables provide a detailed breakdown, by program or service, of the number of mental health clients who received employability services during 2006/07.

MENTAL HEALTH PROGRAM
2006/07

Program / Service	Number of Individuals
Selkirk Mental Health Centre	124
Community Mental Health Program	1,547
Program of Assertive Community Treatment	73
Proctors	146
Eden Mental Health Centre	35
Doray Enterprises	67
Rehabilitation and Recovery Services	76
SSCOPE	25
Selkirk and Interlake Mental Health Support Centres	20
Ventures	47
Total	**2,160**

MENTAL HEALTH PROGRAM
2006/07

LMAPD Program Indicators	Number of Individuals
1. Number of people actively participating in programs	1,547
2. Number of people successfully completing programs	454
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	N/A
4. Number of people employed after participation	924
5. Number of people sustained in employment in the case of vocational crises	568

Expenditures

In 2006/07, Mental Health expenditures for programs and services eligible for cost-sharing under the LMAPD totaled $9,106.0. The following table provides a breakdown of these expenditures by program component.

MENTAL HEALTH PROGRAMS
2006/07

Program		Expenditures ($000)		
		Administration	Program	Total
Selkirk Mental Health Centre		218.9	690.9	909.8
Mental Health Programs Admin		117.4	0.0	117.4
Community Mental Health Program		367.3	5,754.8	6,122.1
Proctors		0.0	932.1	932.1
Program of Assertive Community Treatment		0.0	394.3	394.3
Eden Mental Health Centre		0.0	57.1	57.1
Doray Enterprises		0.0	60.8	60.8
Employment Dimensions		0.0	255.5	255.5
SSCOPE		0.0	93.2	93.2
Selkirk and Interlake Mental Health Support Centres		0.0	80.0	80.0
Ventures		0.0	83.7	83.7
Total	**$**	**703.6**	**8,402.4**	**9,106.0**
	%	7.7	92.3	100.0

ADDICTIONS PROGRAMS

Manitoba Health provides grants to two agencies that provide treatment for alcohol and drug addictions. There is a significant link between reducing the use of substances and obtaining employment. If an individual is unable to moderate or control the use of an addictive substance, their ability to participate in the labour force is severely limited. For these individuals, the risk of harm associated with the use of addictive substances will therefore impact on their ability to participate meaningfully in society.

The Canadian Human Rights Commission and the Manitoba Human Rights Commission recognize persons that are dependent on alcohol, drugs, or other addictive substances as having a physical or mental disability.

Description of Programs and Services

The main focus of these agencies is to work with clients in treating their addiction(s). However, within each treatment program, there is an employability component that concentrates on supporting clients by assisting them in the development of the skills required to prepare for, attain or retain employment.

Addictions Foundation of Manitoba

The Addictions Foundation of Manitoba (AFM) programs provide a wide range of employment-focused services to assist adults with disabilities in preparing for, attaining and retaining employment. AFM programs are delivered on a regional basis throughout Manitoba. AFM programs provide the opportunity for employment success by coordinating a range of support and counselling services that can facilitate the participant's entry into the labour force or maintenance of employment.

Administration

Administration at AFM consists of the Executive component which provides policy direction and goal setting which govern all aspects of AFM's operations. The Finance and Personnel component provides financial management and human resource services to all program areas of AFM. The Awareness and Information component provides statistical, research/evaluation, public relations, awareness information and library services regarding alcohol and other drug use/abuse.

Adult Residential Programs

AFM's Adult Residential Programs facilitate a participant's reintegration from the structured environment of a residential rehabilitation setting back into the community. The participants are men and women 18 years of age and older, who have been screened and assessed as dependently involved with alcohol and other drugs and requiring extensive ongoing intervention.

This program is designed to return the participant to an optimal level of functioning by dealing with the impact of an addiction. The program allows participants to stabilize vocational crisis matters and provides skills for preparing for and attaining employment. Employment-focused skill development is provided in areas such as time, stress and anger management, communication, accountability, healthy lifestyle and job search skills.

A short-term (21-28 days) alcohol/other drugs residential rehabilitation service is available through the AFM's five facilities located in Brandon (1), Ste. Rose du Lac (1), Thompson (1) and Winnipeg (2). Residential clients are referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support after completion of the program.

Adult Community-Based Programs

Similar to residential programs, AFM's Adult Community-Based Programs are designed to facilitate the return of a participant to an optimal level of functioning which includes employability. The direct clients are men and women 18 years of age and older who have been screened and assessed as being harmfully and dependently involved with alcohol and other drugs but have a stable living environment and strong community and family supports, conducive to a community-based method of service.

This program provides participants living in the community with a supportive environment and information regarding risks and other life functioning problems (employment/vocational, family, and social life skills) affected by their involvement with alcohol and other drugs. As appropriate, links are also established with psychological service providers, such as a clinical psychologist, community mental health worker or psychiatrist. As with residential programs, employment-focused skill development is provided to enable participants to obtain or retain employment.

Upon completing the program, participants may be referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support.

Methadone Program

The direct clients of the Methadone Program are individuals who have been diagnosed as being opiate dependent. The program provides methadone dispensing, urine testing, counselling and planning/goal setting, education, vocational stabilization and employment readiness for opiate dependent clients. Methadone maintenance enables individuals to function normally and to perform mental and physical tasks without impairment.

The goal of the program is to allow individuals the opportunity to safely withdraw from opiates and to develop and maintain positive daily functioning including the attainment and maintaining of employment.

Workplace Services

Workplace intervention is an effective process to address employment matters which may be related to addiction issues and any compounding personal problems. Workplace services include workplace interventions, policy development, consultations, customized training and employee awareness seminars.

Behavioural Health Foundation

Behavioural Health Foundation (BHF) is a long-term (three to six months is recommended, but longer stays are allowed) residential, co-occurring disorder treatment facility providing addictions counselling and lifestyle skills to individuals and families (men, women and youth). The program is designed to offer graduated opportunities for equipping individuals with the vocational, intellectual and communicative skills necessary for successful reintegration into society, while remaining free from addictive behaviours.

Men's, Women's and Family Program

Behavioural Health Foundation's Men's, Women's and Family Program provides services for men, women and dependent children who are unable to function satisfactorily in their lives because of an addiction and/or mental health concern. The focus of the program is to assist individuals to develop positive lifestyle changes by pursing further education or employment and reducing or eliminating addictions to alcohol and other drugs.

Through individual and group counselling, residents become aware of the dynamics of addiction, and how to experience emotions and feelings without the use of chemicals. A focus on conflict resolution and assertiveness skills, as well as communication and problem solving techniques, assists residents in developing constructive coping behaviours. Educational and vocational training, as well as developing and enhancing employment-related skills, are presented as methods of creating positive lifestyle changes.

Staff at the Behavioural Health Foundation work with residents to overcome their addiction by utilizing a variety of pre-employment preparation activities, including skill assessments, resume writing, interview skills, acquiring positive work attitudes, habits and skills, establishing work routines and pursuing education.

This program includes training for and referrals to employment. Graduates of the program are those individuals who have not only corrected the destructive behaviours that brought them to the Behavioural Health Foundation, but have also obtained meaningful employment or entered education or vocational training programs. Continued support is provided to clients after they have secured employment or entered training programs.

Program Results Indicators

The following table provides a detailed breakdown, by program or service, of the number of addiction program participants who received employability services during 2006/07.

ADDICTIONS PROGRAMS
2006/07

LMAPD Program Indicators	Number of Individuals	
	AFM	BHF
1. Number of people actively participating in programs	5,863	326
2. Number of people successfully completing programs	N/A	205
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	N/A	121
4. Number of people employed after participation	N/A	61
5. Number of people sustained in employment in the case of vocational crises	N/A	14

Expenditures

In 2006/07, addictions program expenditures for programs and services eligible for cost sharing under LMAPD totaled $4,421.4. The following table provides a breakdown of these expenditures.

ADDICTIONS PROGRAMS
2006/07

Agency		Expenditures ($000)		
		Administration	Program	Total
Addictions Foundation of Manitoba		1,183.0	2,084.7	3,267.7
Behavioural Health Foundation		429.5	724.2	1,153.7
Total	**$**	**1,612.5**	**2,808.9**	**4,421.4**
	%	36.5	63.5	100.0

ADVANCED EDUCATION AND TRAINING

The Employment and Training Services Branch (ETS) of Manitoba Advanced Education and Training provides a range of services to help people prepare for, find and keep employment. Basic services available to all Manitobans include employment needs assessment, employment/career counselling, job search assistance and information on training options and opportunities.

ETS offers additional eligibility-based programs and services, such as supports for education and training, through partnerships with educational institutions, community and/or employer groups. This programming is primarily for Employment Insurance (EI) and Employment and Income Assistance (EIA) clients.

Community Based Employability Projects

The Community Based Employability Projects (CBEP) is one of these additional programs.

The purpose of CBEP is to assist persons with disabilities who are eligible for or in receipt of income assistance to enter or re-enter the labour market. CBEP assists non-profit community organizations to develop and deliver supported employment activities for these individuals, with an emphasis on employability skills development and work experience/job placements leading to employment.

CBEP provides funds for approved costs associated with the delivery of supported employment activities, including staff salaries and operating expenses.

Specific outcomes for each project are based on the individual goals established in the contract with each project/organization. Generally, it is expected that the services provided will improve the participant's general employability, prepare them for further training or job search, or result in direct employment. As such, not all individuals who complete the program will go on to find employment post-participation.

In 2006/07, 124 individuals participated in CBEP projects with 96 clients successfully completing a CBEP service. Of those, 20 individuals successfully ended a CBEP service as a result of finding employment, enrollment/referral into another service, intervention or training, or becoming self-employed.

Expenditures

In 2006/07, CBEP expenditures for programs and services eligible for cost sharing under LMAPD totalled $374.9. The following table provides a breakdown of these expenditures

ADVANCED EDUCATION AND TRAINING
2006/07

Program		Expenditures ($000)		
		Administration	Program	Total
Community Based Employability Projects	$	0.0	374.9	374.9
	%	0.0	100.0	100.0

EDUCATION, CITIZENSHIP AND YOUTH

The MB4Youth Division of Manitoba Education, Citizenship and Youth is committed to ensuring that youth have access to learning, training, employment, career development resources, volunteer and leadership opportunities, citizenship education, opportunities to be engaged in their community and information related to provincial youth programming and services. MB4Youth continues to support youth, students and unemployed Manitobans in the transition to and from work and school, and has continued to develop successful partnerships with employers and community organizations throughout the Province.

The goals of the MB4Youth Division are:

- To support youth to continue their education, plan for their careers and enter the workforce;
- To involve and engage Manitoba youth in a variety of opportunities that promote citizenship, leadership, volunteerism and community involvement;
- To provide Manitoba Youth with timely and relevant information on divisional and provincial youth programming;
- To ensure that the division's programs and services include youth in a variety of vulnerable circumstance; and
- To manage divisional operations in an effective and efficient manner.

These goals are achieved through the delivery of over 30 programs and services throughout Manitoba. In 2006/07, 7,748 students and youth between the ages of 16 and 29 were assisted or employed through the division's programs and services. The division uses employment equity policies as a guiding principle and one of the programs that demonstrate this is CareerOptions for Students with Disabilities. This program creates employment opportunities in the provincial government for students who have disabilities.

CareerOptions for Students with Disabilities

CareerOptions for Students with Disabilities (CareerOptions) is a component of STEP Services that provides salary dollars and full-time equivalents to provincial government departments to hire high school and post-secondary students with disabilities in career-related jobs. Post-secondary students are able to use and expand existing skills and develop new skills while high school students may experience their first job.

Although most of the jobs occur during the summer months, part-time jobs are also available for post-secondary students during the school year through the Part-Time STEP program.

Students are assessed to determine their skills, education, employment interests, career goals and work place accommodations, when required. Students must be 16 years of age or over on or before their first day of work. Students must be currently enrolled in school full-time (or part-time due to their disability) and returning to studies in the next academic year or be out of school for approximately one year due to their disability and returning to studies in the next academic year.

The purpose of CareerOptions is to be inclusive of all students and break down the barriers that students with disabilities face in their career path. CareerOptions also assists students to make the transition from school to work while providing them with career exploration opportunities in the provincial government.

In 2006/07, 220 students registered with STEP Services declaring a disability. Out of the 44 students hired through CareerOptions, 31 students worked in the full-time sumer program only (work terms were approved for a minimum of three weeks up to a maximum of 14 weeks), 13 students were employed through both the summer and part-time programs. In addition to this, CareerOptions also worked with STEP Services staff to place an additional 10 students with disabilities in various government departments and 13 with Manitoba Hydro.

Expenditures

In 2006/07, CareerOptions expenditures for programs and services eligible for cost sharing under LMAPD totalled $184.2. The following table provides a breakdown of these expenditures.

EDUCATION, CITIZENSHIP AND YOUTH
2006/07

Program		Expenditures ($000)		
		Administration	Program	Total
CareerOptions for Students with Disabilities	$	0.0	184.2	184.2
	%	0.0	100.0	100.0

SOCIETAL INDICATORS

The following Statistics Canada's Survey of Labour and Income Dynamics (SLID) tables provides a breakdown of societal indicators by employment rate, education attainment and employment earnings of persons with and without disabilities in Manitoba for 2003-2005.

SLID is conducted annually and is a rich source of information about income, employment, education and other topics for the adult Canadian population. One of the important features of SLID is that it tracks the same individuals over a period of years, thus supporting the reporting of trends for people with and without disabilities.

The following three tables provide the employment rate of Manitobans aged 16-64 by sex and disability status during 2003-2005.

It should be noted that employment rates and labour market status are reported using a variable from SLID signifying annual employment status. Individuals are considered "employed" only if they are employed for the entire year. Similarly, people are considered "unemployed" or "not in the labour force" only if they are unemployed for the entire year. People who are employed for part of the year or who experience other changes in their labour market status are included in the "other" category. This approach provides a conservative and somewhat understated picture of overall employment experience.

Employment rate of individuals aged 16-64 by sex and disability status, Manitoba, 2003						
Manitoba	All Individuals		Persons with a Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Employed	487,000	67.8	72,000	56.4	357,000	71.1
Unemployed or Not in the Labour Force	98,000	13.6	34,000	26.9	51,000	10.2
Other	133,000	18.6	21,000	16.8	94,000	18.7
Total	718,000	100.0	127,000	100.0	502,000	100.0
Males						
Employed	258,000	71.4	36,000	61.5	189,000	74.6
Unemployed or Not in the Labour Force	36,000	10.1	14,000	22.8	18,000	7.0
Other	67,000	18.5	9,000	15.8	47,000	18.5
Total	361,000	100.0	59,000	100.0	254,000	100.0
Females						
Employed	229,000	64.2	35,000	51.9	167,000	67.6
Unemployed or Not in the Labour Force	61,000	17.2	21,000	30.5	34,000	13.6
Other	67,000	18.7	12,000	17.6	47,000	18.8
Total	357,000	100.0	68,000	100.0	248,000	100.0

Employment rate of individuals aged 16-64 by sex and disability status, Manitoba, 2004						
Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Employed	490,000	67.7	77,000	56.3	396,000	70.5
Unemployed or Not in the Labour Force	105,000	14.4	36,000	27.2	59,000	11.4
Other	129,000	17.9	22,000	16.4	102,000	18.2
Total	724,000	100.0	136,000	100.0	562,000	100.0
Males						
Employed	263,000	72.3	40,000	59.4	213,000	75.3
Unemployed or Not in the Labour Force	39,000	11.1	16,000	23.8	21,000	8.1
Other	60,000	16.6	11,000	16.8	47,000	16.5
Total	364,000	100.0	68,000	100.0		100.0
Females						
Employed	227,000	63.0	36,000	53.2	183,000	65.7
Unemployed or Not in the Labour Force	60,000	17.8	20,000	30.8	38,000	14.6
Other	69,000	19.1	11,000	16.0	55,000	19.8
Total	360,000	100.0	68,000	100.0	279,000	100.0

Employment rate of individuals aged 16-64 by sex and disability status, Manitoba, 2005						
Manitoba	All Individuals		Disabled Individuals		Not Disabled Individuals	
	Estimated number	Rate (%)	Estimated number	Rate (%)	Estimated number	Rate (%)
All Individuals						
Employed	443,000	60.9	73,000	53.4	368,000	70.6
Unemployed or Not in the Labour Force	117,000	16.0	42,000	32.2	62,000	13.0
Other	107,000	14.7	20,00	14.1	86,000	16.4
Total	728,000	100.0	137,000	100.0	521,000	100.0
Males						
Employed	236,000	64.3	38,000	54.8	197,000	75.4
Unemployed or Not in the Labour Force	40,000	12.2	20,000	31.8	18,000	7.7
Other	54,000	14.7	9,000	13.4	44,000	6.9
Total	367,000	100.0	68,000	100.0	261,000	100.0
Females						
Employed	207,000	57.4	36,000	57.9	171,000	65.7
Unemployed or Not in the Labour Force	68,000	19.9	22,000	32.6	44,000	18.3
Other	53,000	14.8	11,000	15.5	42,000	16.0
Total	361,000	100.0	69,000	100.0	260,000	100.0

The following three tables provide the highest education level of Manitobans aged 16-64 by sex and disability during 2003-2005.

Table 2B: Highest level of educational certification of individuals aged 16-64 by sex, disability status, Manitoba, 2003						
Manitoba	All Individuals		Persons with a Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Less than High School Diploma	138,000	19.3	35,000	27.8	88,000	17.5
High School Diploma	121,000	16.9	21,000	16.8	86,000	17.1
Some Post-Secondary (no certificate)	96,000	13.4	13,000	9.8	73,000	14.6
Non-University Post-Secondary Certificate	182,000	25.3	34,000	26.8	133,000	26.6
University Certificate	111,000	15.5	19,000	14.9	84,000	16.8
Total	718,000	100.0	127,000	100.0	502,000	100.0
Males						
Less than High School Diploma	81,000	22.6	21,000	35.0	52,000	20.5
High School Diploma	62,000	17.2	9,000	15.3	46,000	18.0
Some Post-Secondary (no certificate)	47,000	13.0	F	7.5	37,000	14.8
Non-University Post-Secondary Certificate	82,000	22.6	15,000	25.5	58,000	23.0
University Certificate	53,000	14.6	8,000	13.4	40,000	15.9
Total	361,000	100.0	59,000	100.0	254,000	100.0
Females						
Less than High School Diploma	57,000	15.9	14,000	21.4	36,000	14.4
High School Diploma	59,000	16.6	12,000	18.1	40,000	16.2
Some Post-Secondary (no certificate)	49,000	13.8	8,000	11.9	36,000	14.4
Non-University Post-Secondary Certificate	100,000	28.1	19,000	28.0	75,000	30.2
University Certificate	59,000	16.5	11,000	16.2	44,000	17.8
Total	357,000	100.0	68,000	100.0	248,000	100.0

Note: Count of F may indicate sample size was too small to be considered reliable.

Highest level of educational certification of individuals aged 16-64 by sex and disability status Manitoba, 2004						
Manitoba	All Individuals		Persons with a Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Less than High School Diploma	136,000	18.8	33,000	24.6	100,000	17.8
High School Diploma	118,000	16.3	20,000	15.0	95,000	16.9
Some Post-Secondary (no certificate)	101,000	13.9	16,000	11.5	80,000	14.7
Non-University Post-Secondary Certificate	194,000	26.7	39,000	28.5	153,000	27.2
University Certificate	120,000	16.6	21,000	15.6	97,000	17.2
Total	724,000	100.0	136,000	100.0	562,000	100.0
Males						
Less than High School Diploma	82,000	22.5	19,000	28.2	61,000	21.5
High School Diploma	58,000	15.9	9,000	12.7	48,000	17.0
Some Post-Secondary (no certificate)	49,000	13.5	8,000	12.3	39,000	13.9
Non-University Post-Secondary Certificate	87,000	23.8	18,000	27.1	67,000	23.8
University Certificate	59,000	16.2	10,000	14.4	49,000	17.2
Total	364,000	100.0	68,000	100.0	283,000	100.0
Females						
Less than High School Diploma	54,000	15.1	14,000	21.0	39,000	14.0
High School Diploma	60,000	16.7	12,000	17.2	47,000	16.8
Some Post-Secondary (no certificate)	51,000	14.3	7,000	10.7	43,000	15.4
Non-University Post-Secondary Certificate	107,000	29.7	20,000	29.9	86,000	30.7
University Certificate	61,000	17.1	11,000	16.9	48,000	17.3
Total	360,000	100.0	68,000	100.0	279,000	100.0

Highest level of educational certification of individuals aged 16-64 by sex and disability status Manitoba, 2005						
Manitoba	All Individuals		Persons with Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Less than High School Diploma	126,000	17.3	35,000	25.5	84,000	16.1
High School Diploma	118,000	16.2	22,000	16.3	89,000	17.1
Some Post-Secondary (no certificate)	113,000	15.6	19,000	14.0	88,000	16.9
Non-University Post-Secondary Certificate	185,000	25.4	37,000	27.2	141,000	27.1
University Certificate	121,000	16.7	20,000	14.5	99,000	18.9
Total	728,000	100.0	137,000	100.0	521,000	100.0
Males						
Less than High School Diploma	70,000	19.2	20,000	29.8	47,000	17.9
High School Diploma	61,000	16.6	9,000	13.8	48,000	18.4
Some Post-Secondary (no certificate)	57,000	15.7	9,000	12.6	46,000	17.7
Non-University Post-Secondary Certificate	82,000	22.5	19,000	27.8	61,000	23.3
University Certificate	59,000	16.1	9,000	13.2	49,000	18.7
Total	367,000	100.0	68,000	100.0	261,000	100.0
Females						
Less than High School Diploma	55,000	15.3	15,000	21.2	37,000	14.3
High School Diploma	57,000	15.9	13,000	18.7	41,000	15.8
Some Post-Secondary (no certificate)	56,000	15.5	11,000	15.4	42,000	16.2
Non-University Post-Secondary Certificate	103,000	28.4	18,000	26.6	80,000	30.9
University Certificate	62,000	17.2	11,000	15.9	50,000	19.2
Total	361,000	100.0	69,000	100.0	260,000	100.0

The following three tables provide employment earnings of Manitobans aged 16-64 by sex and disability status during 2003-2005.

Distribution of earnings of individuals aged 16-64 by sex and disability status Manitoba, 2003						
Manitoba	All Individuals		Persons with a Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Less than $20,000	276,000	43.0	43,000	45.9	194,000	41.9
$20,000 - $39,999	195,000	30.4	26,000	27.5	142,000	30.7
$40,000 - $59,999	110,000	17.2	16,000	17.0	82,000	17.7
$60,000 - $79,999	39,000	6.1	5,000	5.7	30,000	6.5
$80,000 and over	21,000	3.3	F	3.9	15,000	3.3
Total	641,000	100.0	93,000	100.0	464,000	100.0
Males						
Less than $20,000	117,000	35.2	17,000	37.0	80,000	33.2
$20,000 - $39,999	99,000	29.9	12,000	25.7	74,000	30.7
$40,000 - $59,999	70,000	21.1	10,000	21.5	52,000	21.7
$60,000 - $79,999	29,000	8.6	F	8.3	23,000	9.5
$80,000 and over	17,000	5.2	F	7.5	12,000	4.9
Total	332,000	100.0	46,000	100.0	240,000	100.0
Females						
Less than $20,000	159,000	51.3	26,000	54.5	115,000	51.2
$20,000 - $39,999	96,000	31.0	14,000	29.2	68,000	30.6
$40,000 - $59,999	41,000	13.1	6,000	12.7	30,000	13.5
$60,000 - $79,999	10,000	3.4	F	3.1	7,000	3.3
$80,000 and over	F	1.2	F	0.5	F	1.5
Total	309,000	100.0	47,000	100.0	224,000	100.0

Note: Count of F may indicate sample size was too small to be considered reliable.

Distribution of earnings of individuals aged 16-64 by sex and disability status Manitoba, 2004						
Manitoba	All Individuals		Persons with a Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Less than $20,000	266,000	42.4	38,000	41.6	195,000	41.5
$20,000 - $39,999	186,000	29.6	28,000	30.4	137,000	29.2
$40,000 - $59,999	104,000	16.6	16,000	17.7	80,000	17.1
$60,000 - $79,999	48,000	7.6	7,000	7.5	38,000	8.1
$80,000 and over	24,000	3.8	F	2.8	19,000	4.1
Total	628,000	100.0	92,000	100.0	470,000	100.0
Males						
Less than $20,000	116,000	35.5	17,000	35.5	83,000	34.1
$20,000 - $39,999	95,000	29.0	14,000	29.7	71,000	28.9
$40,000 - $59,999	62,000	19.0	10,000	20.2	48,000	19.7
$60,000 - $79,999	35,000	10.8	F	10.1	27,000	11.2
$80,000 and over	19,000	5.8	F	5.8	15,000	6.1
Total	326,000	100.0	48,000	100.0	245,000	100.0
Females						
Less than $20,000	151,000	49.9	21,000	48.2	112,000	49.6
$20,000 - $39,999	91,000	30.2	14,000	31.1	67,000	29.5
$40,000 - $59,999	42,000	14.0	7,000	15.0	32,000	14.3
$60,000 - $79,999	13,000	4.2	F	4.7	11,000	4.7
$80,000 and over	F	1.7	F	1.0	F	2.0
Total	302,000	100.0	44,000	100.0	226,000	100.0
Note: Count of F may indicate sample size was too small to be considered reliable.						

Distribution of earnings of individuals aged 16-64 by sex and disability status Manitoba, 2005						
Manitoba	All Individuals		Persons with a Disability		Persons without Disability	
	Estimated Number	Rate (%)	Estimated Number	Rate (%)	Estimated Number	Rate (%)
All Individuals						
Less than $20,000	252,000	41.0	46,000	47.6	179,000	39.1
$20,000 - $39,999	180,000	29.3	28,000	29.3	134,000	29.3
$40,000 - $59,999	99,000	16.1	11,000	11.7	78,000	17.0
$60,000 - $79,999	49,000	8.0	7,000	7.0	39,000	8.5
$80,000 and over	35,000	5.6	F	4.4	28,000	6.2
Total	615,000	100.0	97,000	100.0	458,000	100.0
Males						
Less than $20,000	108,000	33.6	19,000	38.8	75,000	31.3
$20,000 - $39,999	95,000	29.5	16,000	32.1	70,000	29.4
$40,000 - $59,999	56,000	17.5	6,000	11.9	45,000	18.7
$60,000 - $79,999	35,000	10.8	4,000	9.0	27,000	11.3
$80,000 and over	28,000	8.6	F	8.1	22,000	9.3
Total	321,000	100.0	50,000	100.0	240,000	100.0
Females						
Less than $20,000	144,000	49.0	27,000	56.7	104,000	47.5
$20,000 - $39,999	85,000	29.0	12,000	26.3	64,000	29.1
$40,000 - $59,999	43,000	14.6	5,000	11.5	33,000	15.1
$60,000 - $79,999	15,000	4.9	F	4.9	12,000	5.4
$80,000 and over	7,000	2.4	F	0.5	6,000	2.8
Total	294,000	100.0	47,000	100.0	218,000	100.0
Note: Count of F may indicate sample size was too small to be considered reliable.						

Conclusion

CONCLUSION

The Government of Canada and the Provinces and Territories have offered many programs over the years to assist people with disabilities. Beginning with the VRDP Agreement, governments have worked collaboratively to provide people with disabilities with comprehensive vocational rehabilitation programs and services.

Successive cost sharing agreements between governments, including the EAPD, have continued to enhance the independence and ability of people with disabilities to contribute socially and economically through employment in the competitive labour force. Most recently, the LMAPD demonstrates government commitment to further the aims of integration and full citizenship of people with disabilities.

Manitoba is committed to the integration of people with disabilities into the labour market and regards the LMAPD as an opportunity for Manitoba to build on the successes of the VRDP and EAPD Agreements and further enhance its programs and services for people with disabilities.

Cette information existe également en français.